**OHCHR comments (track changes)**

**MODULE 6: PROMOTING GENDER EQUALITY THROUGHOUT THE UN SYSTEM**

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| **TRANSCRIPT** | **PRESENTATION/RESOURCES** |
| **Intro**  Welcome to Module 6: Promoting Gender Equality throughout the UN System.  This module will inform you of the three pillars of the work of the United Nations with regard to the promotion of gender equality:   * Gender mainstreaming, * The equal representation of women and men, and * Promoting accountability on both of these through the UN System-wide Action Plan or UN SWAP.   This is an introductory course and will provide a brief overview. More information for technical use and detail purposes is available under the Resources tab available in this course. Please feel free to use them liberally to enhance your understanding. |  |
| **Learning Objectives**  After completing this module you will:   * Recognize gender mainstreaming in examples. * Make the link between gender mainstreaming and equal representation of women and men. * Know where you can find out your agency’s gender-related policies, strategy or action plan. * Name the key tool for system-wide accountability of gender equality and women’s empowerment. |  |
| 1. **MAINSTREAMING: A STRATEGY FOR PROMOTING GENDER EQUALITY**   **Mainstreaming** is not an end in itself but a **strategy**, an approach, a means to achieving the goal of **gender** equality. The ECOSOC Agreed Conclusions 1997/2 provided a definition of the gender mainstreaming strategy as:  *“...the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality…Gender mainstreaming does not replace the need for targeted, women-specific policies and programmes or positive legislation, nor does it substitute for gender units or focal points.”* | **The gender mainstreaming process involves:**   1. Assessing the implications for women and men of any planned action in all areas and at all levels. 2. Including women’s and men’s concerns and experiences as an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in economic and societal spheres. 3. Ensuring that women and men benefit equally and inequality is not perpetuated. |
| 1. **WHERE DOES THE GENDER MAINSTREAMING STRATEGY COME FROM ?**   Strategies to promote the advancement of women and gender equality have changed significantly over the past few decades. They have evolved.  Initial efforts *before the 1970s* were focused on separate targeted activities for women and more often than not still focused on the traditional women dominated sectors. While many of these projects produced positive results, particularly for the limited numbers of women who could benefit directly, this approach did not tackle the broader and more structural constraints to gender equality. In the *early 1970s* efforts, therefore, shifted to women and their real or potential participation in all sectors of the labour market and workforce.. Notwithstanding this more intense focus, the gains for women remained limited, largely because the efforts to integrate women did not alter the processes that yielded their lower participation in the first place. The efforts were merely to insert women into a paradigm created without their participation and therefore, without taking into consideration their perspective, needs and priorities. Further, these efforts remained constrained to those sectors where women were traditionally more accepted, such as development at large and within it some professions in particular.  In the 1980s, and cognizant of the need to engender all aspects of work and from their very inception, a newer and broader “mainstreaming” approach emerged. Its objective was to ensure that the perspectives of women and men were included in all development work from the early phases of design to the last ones evaluating the final results and their relative and differential impact on men and women alike. In other words, gender mainstreaming as an approach aimed to ensure that the goal of gender equality and the empowerment of women was and remained central to all development activities. | **Different strategies and approaches toward gender equality**   |  |  |  | | --- | --- | --- | |  | **APPROACH** | **LIMITATIONS** | | **Pre-1970s** | Women-specific activities | Didn’t tackle structural constraints to gender equality | | **1970s** | Increasing women’s participation in all the activities | Women’s decision-making limited | | **1980s** | Mainstreaming gender equality throughout all development activities | What do you think are the limitations of the gender mainstreaming strategy? | |
| 1. **THE GENDER MAINSTREAMING MANDATE WITHIN THE UN**   **The gender mainstreaming mandate** was reinforced within the United Nations system on four separate occasions, as embodied in four central documents. These are listed to the right. | **1. Platform for Action (Beijing, 1995)** [**http://www.un.org/womenwatch/daw/beijing/pdf/Beijing%20full%20report%20E.pdf**](http://www.un.org/womenwatch/daw/beijing/pdf/Beijing%20full%20report%20E.pdf)  **2. ECOSOC Agreed Conclusions 1997/2** [**http://www.un.org/womenwatch/daw/csw/GMS.PDF**](http://www.un.org/womenwatch/daw/csw/GMS.PDF)  **3. The Secretary General’s communication on gender mainstreaming, 13 October 1997 providing concrete directives and guidance to heads of departments, programs, funds and regional commissions. TEXT FOR POP-UP:**   * Analytical reports and recommendations on policy or operational issues within each area of responsibility should take gender differences and disparities fully into account. * Specific strategies should be formulated for gender mainstreaming; priorities should be established. * Systematic use of gender analysis, sex-disaggregation of data, and commissioning of sector-specific gender studies and surveys is required. * Medium-term plans and budgets should be prepared in such a manner that gender perspectives and gender equality issues are explicit.   **4. Outcome Document from the General Assembly, 10 June 2000 http://www.un.org/womenwatch/daw/followup/ress233e.pdf** |
| 1. **EXAMPLES OF WHAT THE UN IS DOING FOR GENDER MAINSTREAMING**   As a strategy gender mainstreaming involves a process of incremental change in policies, strategies and activities. Documenting good practice in mainstreaming gender equality entails recording positive steps made towards achieving this goal.  An example of a good practice of gender mainstreaming could be actions which lead to a positive change in policies, strategies / approach, advocacy efforts, legislation, research and other analytical work, statistics/greater sex disaggregation, improved gender analysis of data, or identifying gaps in the data base, development of indicators and improved monitoring, medium-term plans and budgets, procedures and processes. | **Examples of gender mainstreaming efforts:**  FAO: Closing the Gap between Men and Women in Agriculture.  The world cannot eliminate hunger without closing the gap between men and women in agriculture. With equal access to productive resources and services, such as land, water and credit, women farmers can produce 20 to 30 percent more food, enough to lift 150 million people out of hunger. Click here to see the video: <http://www.youtube.com/watch?feature=player_embedded&v=uDM828TpVpY> FAO: Gender analysis for forestry development planning. Click here to see the video: https://www.youtube.com/watch?v=rZ2EJsvDBnY **UN Peacekeeping Operations:** What impact have peacekeeping gender teams had on the ground.  In this video from UN Peacekeeping, Gender Affairs Officer Clare Hutchinson explains the impact on the ground of the adoption in 2000 of Security Council resolution 1325 on Women, Peace and Security. Click here to see the video: <https://www.youtube.com/watch?v=OD7c1oK8VEY> UNDP: Gender Equality Seal: Quality Certification for Gender Mainstreaming. Click here to see the video: https://www.youtube.com/watch?v=TOFReGIvcDo&list=UUG9ZRFe\_E8sp1aWbHkHSDSg&index=2 **For more examples see pages 25-29 of the report:**  **Advancing Gender Equality and Women’s Empowerment:**  **An Assessment of Gender Mainstreaming**  **in UN Operational Activities for Development**  **15 June 2012http://www.un.org/esa/coordination/pdf/qcpr\_final\_report\_6-15.pdf**  **OHCHR:** in order to increase accountability on gender mainstreaming, the following measures are applied in OHCHR: - all ePerformances evalation for GS, P and D staff must include gender as a goal, action or success criteria. Sample language have been developped for all job categories and function, including those working in support services (finance, administration, travel, procurement, IT) - all job descriptions as of Jan 2013 include gender-sensitivity as part of the competency on professionalism and interview questions - training on gender will be mandatory to all field and headquaters staff as of 2014 |
| **5. WHAT IS YOUR AGENCY DOING FOR GENDER MAINSTREAMING?**  Many UN system entities including agencies, departments, offices, regional commissions, funds and programmes have already developed their own mainstreaming strategies and tools that are adapted to their areas of work, ranging from agriculture to international trade to peacekeeping to atomic energy. We invite you to visit the repository of gender policies and plans to find your agency’s gender mainstreaming strategy. | **Do you know how your UN agency is working on gender mainstreaming?**  A repository of gender policies, strategies and action plans within the UN system can be found at:  <http://www.un.org/womenwatch/ianwge/repository/index.html>  **Resources:**  <http://www.un.org/womenwatch/ianwge/repository/UN_system_GE_chart.pdf> |
| **6. ASSESSMENT OF GENDER MAINSTREAMING AT THE UN**  The quadrennial comprehensive policy review (QCPR) is the mechanism through which the General Assembly assesses the effectiveness, efficiency, coherence and impact of UN operational activities for development.  According to the last QCPR, gender mainstreaming within the United Nations system has increased in large measure since 2007. However, the effectiveness of gender mainstreaming remains hampered by several factors, such as lack of leadership commitment, weak accountability for results, limited staff capacity, limited knowledge, insufficient financial resources and undeveloped reporting systems. | **QCPR Recommendations on Gender Mainstreaming**   1. Strengthen the coordination of gender mainstreaming actions in United Nations operational activities for development, in alignment with national priorities. 2. Strengthen the accountability for gender mainstreaming actions in United Nations operational activities for development. 3. Maximize the potential for strong program performance by developing capacity for gender mainstreaming at all levels. 4. Improve design, implementation, monitoring, evaluation, reporting and sharing of information in programs for gender equality. 5. Promote and strengthen system-wide corporate accountability and incentives for gender mainstreaming.   **Reference:**  *UN Women. Advancing Gender Equality and Women’s Empowerment: An Assessment of Gender Mainstreaming in UN Operational Activities for Development. 15 June 2012*  [*http://www.un.org/esa/coordination/pdf/qcpr\_final\_report\_6-15.pdf*](http://www.un.org/esa/coordination/pdf/qcpr_final_report_6-15.pdf) |
| **7. WHO IS RESPONSIBLE FOR GENDER MAINSTREAMING IN THE UN?** |  |

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| **8. EQUAL REPRESENTATION OF WOMEN AND MEN: A STRATEGY FOR GENDER MAINSTREAMING**  Gender mainstreaming requires the equal insertion of the perspectives of men and women in all work of the organization. This in turn requires the physical presence in equal numbers of both men and women in this organization. The United Nations is mandated, therefore, to ensure that there is an equal representation of women at all levels and in all occupational groups.  In other words, the equal representation of women and men in the workforce goes hand in hand with the strategy for gender mainstreaming. In fact, there exists a positive relationship between having a critical mass of women and generating the political will to work toward gender equality. Also, the United Nations must lead by example and start at home by working tirelessly to attain and sustain an equal representation of women and men at all levels in the organization.  Research has repeatedly demonstrated that gender-balanced teams yield more innovation and creativity, and contribute to better decision outcomes. The more an organization mirrors the demographic it serves, the better equipped it is to meet its stakeholders needs. This is of particular importance for the United Nations. The United Nations system must mirror those who it represents and for whose peace, security and development it works. | **Did you know?** The Universal Declaration of Human Rights, when first formed, was called the Declaration of Man? Eleanor Roosevelt, the chairperson and only woman on the committee in 1945, insisted that the United Nations must equally be about the human rights of women. The Declaration of Man therefore, became the Declaration of Human Rights. But for the presence of Eleanor Roosevelt and three other women, this point would unlikely have been taken up. It was the presence of these women that ensured that their perspectives were also reflected in the work of the drafting committee. This is a prime example of gender mainstreaming.  Can you imagine a world where the United Nations standards would apply only to men? Thanks to the representation of women at the very outset of the process, they apply today to all human kind and not only to half the population! |
| **9. UN MANDATES FOR EQUAL REPRESENTATION**  Equal representation of women and men in the United Nations system is a longstanding mandate. Articles 8 and 10 of the UN Charter, for example, stipulate that there shall be no restrictions on the eligibility of men and women to participate under conditions of equality in its principal and subsidiary organs. The Universal Declaration of Human Rights also states that there can be no distinction or discrimination on the basis of gender.  Acting on these principles, the General Assembly has repeatedly called for gender balance. Most recently, on 4 February 2009, the General Assembly asked the Secretary-General to “*review and redouble his efforts to make progress towards achieving the goal of 50/50 gender balance at all levels in the Secretariat and throughout the United Nations system*.” | **On 4 February 2009, the General Assembly asked the Secretary-General to “*review and redouble his efforts to make progress towards achieving the goal of 50/50 gender balance at all levels in the Secretariat and throughout the United Nations system*.”**  The goal of 50/50 representation applies throughout the UN system, and in every department, office or regional commission, overall and at each level. It applies not only to posts subject to geographical distribution but to all categories of posts, without regard to the type or duration of the appointment, or the series of Staff Rules under which the appointment is made, or the source of funding.  **Click on the timeline to know more about the UN commitments to ensure equal representation of women and men within the UN:**   |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Date Adopted** | **Resolution** | | **Goal for Representation of Women** | **Target** **Date** | | **11 Dec. 1986** | 41/206 | | **30%** posts subject to geographic distribution | **1990** | | **21 Dec. 1990** | 45/239 | | **35%** posts subject to geographic distribution, particularly in senior policy-level and decision-making posts | **1995** | | **25%** posts ranked D-1 and above | **1995** | | **1 Feb. 1996** | 50/164 | | **50/50** in managerial and decision-making positions | **2000** | | **31 Jan. 1997** | 51/67 | | **50/50** gender distribution at all levels | **2000** | | **6 Feb. 1998** | 52/96 | | **50/50** reaffirmed for all posts | **2000** | | **8 Feb.  2001** | 55/69 | | **50/50** in senior and policy-making levels | The very near future | | **19 Feb. 2004** | 58/144 | | **50/50** for SG appointed special representatives and special envoys | **2015** | | **10 Feb. 2005** | 59/164 | | **50/50** reaffirmed for all posts | The very near future | | **07 Feb. 2007** | 61/145 | | **50/50** reaffirmed for all posts | NA | | **14 Feb. 2008** | 62/137 | | **50/50** reaffirmed for all posts | NA | | **4 Feb. 2009** | 63/159 | | **50/50** reaffirmed for all posts | NA | | **18 Feb. 2010** | 64/141 |  | **50/50** reaffirmed for all posts |   **Resources:**  [Gender Balance Strategy for the United Nations Secretariat: A Strategic Action Plan](http://www.un.org/womenwatch/osagi/ianwge/NEW%20Gender%20Balance%20Strategy_march%202010_Anex%206.pdf): <http://www.un.org/womenwatch/osagi/ianwge/NEW%20Gender%20Balance%20Strategy_march%202010_Anex%206.pdf>  [Gender Balance Scorecard Sample Template (MS-Word DOC)](http://www.un.org/womenwatch/osagi/scorecard/Gender-Scorecard-Template-Feb-16-2010.doc): <http://www.un.org/womenwatch/osagi/scorecard/Gender-Scorecard-Template-Feb-16-2010.doc>  [Why Gender Balance? An Institutional Case](http://www.un.org/womenwatch/osagi/ianwge/Why%20Gender%20Balance%20-%20An%20Institutional%20Case.pdf): http://www.un.org/womenwatch/osagi/ianwge/Why%20Gender%20Balance%20-%20An%20Institutional%20Case.pdf |
| **10. STATISTICS**  Despite these frameworks and calls for action, equal representation of women and men throughout the UN has yet to be achieved.  Since 2002, the Secretary General began to present an analysis of progress toward gender parity and its component parts across the United Nations system, through his reports on the “*Improvement of the Status of Women in the UN System”.*  According to the latest report (September 2012), over the two-year reporting period, 1 January 2010 to 31 December 2011, the representation of women in the Professional and higher categories in the UN system increased only marginally from 39.9% in 2009 to 40.7% in 2011. At this rate, gender parity throughout the UN system would only be reached in 2034. The highest and lowest proportions of women were found at the P-1 and D-2 levels, at 60.2% and 27.4% respectively, with an inverse relationship between level and the representation of women. Parity was achieved only at the two lowest levels. | **Trends in the representation of women and projections on attainment of Parity, 31 Dec. 2001 – 31 Dec. 2011**    **Slower growth at the middle management levels makes parity a distant goal**  **Do you want to know the percentage of female appointments in your UN entity? Click here** <http://www.unwomen.org/wp-content/uploads/2012/10/Web-Annex-VIII-Appointments-by-Entity.xlsx>  **ADDITIONAL RESOURCES:**  Improvement in the status of women in the  United Nations system, Report of the Secretary-General. 2012. <http://www.un.org/ga/search/view_doc.asp?symbol=A/67/347>  Gender distribution of staff by nationality at the P-1 to UG levels of the United Nations system, on contracts of one year or more and at all locations, as of 31 December 2011, <http://www.unwomen.org/wp-content/uploads/2012/10/Web-Annex-I-Nationality.xlsx> |
| **11. SUPPORTIVE POLICIES**  To achieve a balanced representation of women and men, the UN recognizes the necessity of having an environment and organizational culture conducive to the balancing of work and life responsibilities. To this end, the UN has some mandatory system-wide entitlements, such as maternity, paternity, sick and annual leave policies. In addition, however, promulgation and implementation of other gender-friendly policies are suggested, leaving room for each agency to adopt its own variations. A list of these policies can be found on the websites of the Focal Point for Women in the UN system and also of the individual UN entities.  Do you know what your agency’s policies are? Who is the contact person for these policies at your office?  **Add a couple of examples of actions taken by UN entities (OHCHR examples: inclusion of gender in ePas, recruitments, establishment of a etracking system for FWA)** | Gender related United Nations system policies: http://www.un.org/womenwatch/osagi/fpgenderpolicies.htm  Work-life policies and practices at the UN: <http://www.un.org/womenwatch/osagi/fpworklifeissues.htm>  UN’s anti-harassment policies: <http://www.un.org/womenwatch/osagi/fpsexualharassment.htm>  **Gendered usage of flexible work arrangements across the UN system, 31 Dec 2011** |
| **12. THE UN SWAP: A STRATEGY FOR ACCOUNTABILITY ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN**  The UN-SWAP (UN System-wide Action Plan) is a UN system-wide framework to enhance accountability and measure progress towards the achievement of gender equality and the empowerment of women in the work of the United Nations entities. It is a unified framework that applies equally to all entities, departments, offices and funds and programmes of the United Nations system.  The UN-SWAP includes a set of 15 system-wide performance indicators that establish a common understanding of what it means to achieve gender equality and the empowerment of women and a common method to work towards it. The UN- SWAP also establishes a progressive sliding scale of standards, including the minimum, to which UN system entities are to adhere and aspire to in their work on gender equality and the empowerment of women at the corporate level. | **The 15 UN SWAP Performance Indicators are organized around The six elements of the 2006 Chief Executives Board for Coordination (CEB) policy that called for the development of the UN SWAP (CEB/2006/2), and their respective performance standards/indicators:**   |  |  | | --- | --- | | **ELEMENTS/CLUSTERS OF UN-SWAP** | **PERORMANCE STANDARDS/INDICATORS** | | **Strengthening accountability** | 1. Policy and plan  2. Gender responsive performance management | | **Enhancing results-based management** | 3. Strategic planning  4. Monitoring and reporting | | **Establishing oversight through monitoring, evaluation and reporting** | 5. Evaluation  6. Gender responsive auditing  7. Program review | | **Allocating sufficient human and financial resources** | 8. Financial resource tracking  9. Financial resource allocation  10. Gender architecture  11. Organizational culture | | **Developing and/or strengthening staff capacity and competency in gender mainstreaming** | 12. Assessment  13. Development | | **Ensuring coherence/coordination and knowledge/ information management at the global, regional and national level** | 14. Knowledge generation and communication  15. Coherence |   **RESOURCES:**  UN SWAP brochure: <http://www.unwomen.org/wp-content/uploads/2012/04/UN-SWAP-brochure.pdf>  UN SWAP framework: http://www.unwomen.org/wp-content/uploads/2012/04/UN-SWAP-Framework-Dec-2012.pdf |
| **13. WHY IS REPORTING ON THE SWAP IMPORTANT?**  The UN SWAP will enhance the UN system’s ability to hold itself accountable for more unified and comprehensive delivery in support of gender equality and the empowerment of women in all of its work. | – “What is not measured is invisible. What is invisible is lost. And what is lost, cannot be acted on or remedied. .”  **FOR INTERNAL PURPOSES** *(Click)*: Reporting on the UN SWAP Performance Indicators will enhance and make systematic the monitoring of progress on gender equality and the empowerment of women for UN system entities, including development of action plans for remedial purposes.  **FOR EXTERNAL PURPOSES** *(Click)*: Reporting on the UN SWAP Performance Indicators will produce a baseline of the UN system’s performance on gender equality and the empowerment of women. It will allow identification and assessment of system-wide strengths and weaknesses, paving the way for more coherent and synergistic solutions. Reporting on the UN SWAP will feed into the Secretary General’s report to ECOSOC on Mainstreaming a Gender Perspective into all Policies and Programs in the United Nations system. |
| **Quiz** |  |
| **Take Away Points** |  |

INCLUDE UNDER RESOURCES TAB

\*\*\*Everything highlighted in green should be included not as a link but as an internal PDF document within the course.

UNDP. Gender Mainstreaming in Practice: A Toolkit. (UPLOAD PDF)

UN Country Team. UNCT Performance Indicators for

Gender Equality and Women’s Empowerment. <http://www.unesco.org/new/fileadmin/MULTIMEDIA/HQ/BSP/GENDER/PDF/Gender-Score-Card.pdf>

### UNESCO. Capacity Development & Training Programme in Gender Mainstreaming. <http://www.unesco.org/new/en/unesco/themes/gender-equality/capacity-development/gender-training/>

### FAO, ILO, World Bank, UNDP. Socio-economic and Gender Analysis (SEAGA). <http://www.fao.org/gender/seaga/en/>

ITC-ILO. Mainstreaming gender equality: concepts and instruments, among other courses. See <http://www.itcilo.org/en/>

- PDF hand-out of the following info:

**OVERVIEW: HOW DO YOU DO GENDER MAINSTREAMING?**

The mainstreaming strategy is utilized in areas where the principal objective is not necessarily the promotion of gender equality, but the pursuit of other goals, such as poverty elimination, environmentally sustainable development, health development, peace support operations or economic development.

Experiences and lessons learned have shown that certain key elements need to be in place to ensure gender mainstreaming happens.

**Gender mainstreaming activities:**

**1. Sex disaggregated data.** This reveals quantifiable differences between women and men in relation to poverty, income, education, health, and participation levels, among others, and helps us to better understand the context where we work. Such data should be gathered during baseline development to ensure that the planned program strategies address any existing differences and inequalities and follow up during monitoring and evaluation.

**2. Gender analysis.** Gender analysis is carried out to understand the qualitative differences relating to women and men in any context. Gender analysis looks at the different roles and responsibilities of women and men, the assets available to them, and their control over these (economic power). Such information helps us appreciate the context as it affects men and women to ensure that our programming responds appropriately.

**3. Understanding the political/country context.**This involves examining laws and policies as they affect women and men (sometimes differently) as well as customary practices and norms.

4. **Considering women and men’s needs, rights and priorities***.* Their views should be heard during program planning, monitoring and evaluation to ensure their different needs and priorities are understood and responded to. This may require talking to women and men separately to ensure all perspectives are heard.

**5. Ensure women and men’s participation in decision-making***.* This may imply actively promoting and supporting the involvement of women in planning and decision-making and ensuring that men support this.

**6. Design program and project level objectives and indicators**. These should reflect the anticipated changes and benefits for both women and men, including what gets measured and how it is managed.

**7. Consider the capacity of partners to mainstream gender needs**. During partner appraisals, discussions and monitoring visits, it is important to determine partner organizations’ capacity for gender mainstreaming. If necessary, capacity building should be supported and built into the budget of the partner.

8. Using gender-sensitive language: Language as well as images can convey gender stereotypes and can positively or negatively affect people’s consciousness overtime. Add link the UNESCO guide on gender-neutral language (unesdoc.**unesco**.org/images/0011/001149/114950mo.pdf)